

## APPENDIX A- Cover Sheet

TENNESSEE COLLEGE OF APPLIED TECHNOLOGY ONEIDA/HUNTSVILLE

2021 Governor's Investment in Technical Education (GIVE 2.0)

Expanding Vocational Education Opportunities in Scott, Morgan and Fentress Counties

Tennessee College of Applied Technology Oneida/Huntsville

Tennessee College of Applied Technology Oneida/Huntsville IN PARTNERSHIP WITH:

1. American Job Centers, Scott County Chamber of Commerce, Fentress County Chamber of Commerce, Morgan County Chamber of Commerce, Scott County Industrial Board, Morgan County Industrial Board, Fentress County Industrial Board
2. Scott County Board of Education, Oneida Board of Education, Morgan County Board of Education, Fentress County Board of Education, York Institute (TN Dept of Education)
3. Grey Gables, RaeZacks, Prestons Steakhouse, Big South Fork Medical Center, Quality Home Health, Oneida Nursing Home, Huntsville Manor, Signature HealthCARE, Life Care Center of Morgan County, Mtn People's, Micrometals, JDS, Cordell

Dwight Murphy, 355 Scott High Drive,

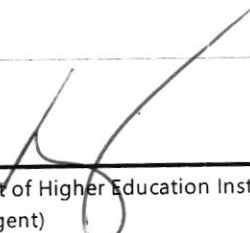
Huntsville, TN 37756

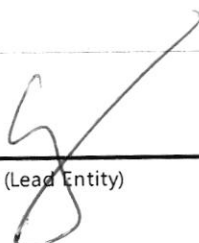
423-663-4900

dmurphy@tcatoneida.edu

Funding requested:

**\$1,000,000**

**X**   
\_\_\_\_\_  
President of Higher Education Institution  
(Fiscal Agent)

**X**   
\_\_\_\_\_  
Project Director (Lead Entity)

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## **Project Summary**

The Tennessee College of Applied Technology Oneida/Huntsville wishes to submit a Governors Investment in Vocational Education (GIVE 2.0 Grant) in the amount of one million dollars. The GIVE 2.0 Grant will address the vocational education needs in one “distressed” county (Scott County) and two “at risk” counties (Morgan and Fentress Counties). The GIVE 2.0 Grant will enhance, expand, and create new pathways for secondary students to articulate hours to post-secondary TCAT Programs and TCAT graduates to articulate hours toward an Associate Degree at a community college. Requested funding will be used to offer new programs, purchase equipment, employ faculty, and allow the college to increase the number of certificates, diplomas, and degrees in programs that fill criteria needs of “In-Demand Occupations” in our service area. These new programs will expand “work-based learning” and develop a network infrastructure necessary to sustain WBL programs after funding has ended. The GIVE 2.0 Grant funding will allow the college to expand the number of national and industry recognized certifications for both our dual enrolled and post-secondary TCAT Oneida/Huntsville students.

The college has sought input from local elected officials, secondary school administrators, chambers of commerce, local allied health providers, restaurants, trucking companies, and regional industries in developing this grant proposal. We have also reviewed local, state, and regional data sources to determine the most “in demand” jobs in the region. We have also reviewed future employment projections to assure that the college is providing the training needed most in this region at the present time as well as provide skills training for future job growth.

## **Section 1: Demonstration of Need**

The GIVE 2.0 Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville is aligned with the Drive to 55 goals. GIVE Grant funding will be used to open new programs in the one “distressed” county (Scott) and the two “at risk counties” (Fentress and Morgan). These new programs being requested will increase the number of certificates, diplomas and nationally recognized certifications by providing new skills training opportunities specific to the “in-demand” employment needs in each of the three counties as well as the state. All programs funded by the grant will provide the skill sets needed to earn a livable wage upon completion. The programs being requested have been selected by using TNECD Data, 2020 LEAP In-Demand Occupations, Jobs 4TN, Individual County Profiles and THEC Reports-Academic Supply and Occupational Demand Report 2021. The College’s administration has also engaged county leaders, chamber representatives, secondary partners, post-secondary partners, local workforce board representatives, health care providers and manufacturers in the region in determining which training needs should be proposed in the Give 2.0 Grant. We found the following to be the greatest needs:

**Expanding Practical Nursing:** TCAT Oneida/Huntsville proposes opening two new practical nursing programs with the requested GIVE 2.0 Grant Funding. The first new proposed program would be offered in Fentress County at our York Institute Instructional Service Center. This would be a day program. The second Practical Nursing Program being proposed in the grant is to add an evening- weekend program at the Huntsville Campus (Scott County). The addition of these two Practical Nursing diploma programs will assist in filling the critical “In Demand Occupations to 2026” which is noted in data from both the East Tennessee and Upper

Cumberland Region. The Tennessee Department of Labor and Workforce Development shows the average salary range is between \$36,619.00 -37,175.00 for LPNs. Data also indicates there will be a need of 480 new openings per year in this field, (See "In-Demand Occupations to 2026" from Tennessee Department of Labor and Workforce Development, JOBS TN Gov). The GIVE 2.0 Grant seeks to fund salaries for two instructors and two adjunct faculty. We are requesting grant funding to purchase new equipment in Fentress County but will be using existing equipment in Scott County. We anticipate graduating an additional 40 Licensed Practical Nurses with the Give 2.0 Grant Funds. All of these nursing students will do clinical (WBL) hours while they are enrolled in the nursing program. See attachments 1,3,5 in with data source and MOU from Health Providers in the appendix.

**Pre-Nursing:** TCAT Oneida/Huntsville will use GIVE 2.0 grant funding to open three new Pre-Nursing Programs. We will develop secondary Pre-Nursing Programs in Scott, Morgan, and Fentress Counties. This program will allow high school seniors to take pre-nursing hours while in high school which will articulate into the Practical Nursing Program at TCAT. These students could have as much as one trimester completed by the time they enroll in the LPN program at TCAT as post-secondary students. We will work with area nursing homes and health agencies to provide clinical work-based learning opportunities for the pre-nursing students. Our goal is to enroll 30 pre-nursing students pre year by having GIVE 2.0 grant funds available.

**CNA:** The grant being proposed will also allow TCAT Oneida/Huntsville to establish dual enrollment for Health Science for students at York Institute (Fentress County), Clarkrange High School (Fentress County), Morgan County Career and Technical Center (Morgan County), Scott High School and Oneida High School (Scott County). High school students enrolled in Health

Science classes will be able to take the nationally recognized Nurse Assistant Exam in order to become a Certified Nursing Assistant. They can then articulate these hours into the secondary pre-nursing program or acquire points to be enrolled in a post-secondary Licensed Practical Nursing Program. The Tennessee Department of Labor and Workforce Development in the Tennessee Employment Long Term Outlook 2018-2028 projects Home Health Aides as being in the top three growth occupations with the need for an additional 1,920 home health aids (Nursing Assistants). Our goal would be to train an additional 50 Nursing Assistants per year if the GIVE 2.0 Grant funding is available. See attachment 2 in appendix.

**Phlebotomy:** The college will provide three Phlebotomy Classes per year. This is a short-term program that will address an “In-Demand Occupation”. In data prepared by the Tennessee Department of Labor Workforce and Development, it is projected there will be a need of an additional 1,117 Phlebotomist annually. (Tennessee Long-Term outlook 2018-2028). This is a four month or a 432-hour training program. The goal is to train 30 additional Phlebotomist a year as a result of the new program. Phlebotomist is listed in the top twenty-five high demand occupations by Projected Growth in Tennessee (Series ECD, LEAP Report Dashboard). It is projected to have medium income earnings of \$30,779.00 a year. See attachments 2,10 in appendix.

**Truck Driving:** The Tennessee College of Applied Technology Oneida/Huntsville will use Give 2.0 Grant funding to open a Commercial Truck Driving Training Program at the Oneida Campus. Grant funding will be used to purchase a trainer road truck, an over the road trailer, surplus school bus and hire an instructor. East Tennessee, “In Demand Occupation 2026,” published by the Tennessee Department of Workforce Development projects there will be 1,235 annual

openings in the trucking industry between 2016-2026. The median salary is \$42,519.00 per year. "In-Demand Occupation" data shows a large demand for heavy and tractor-trailer truck drivers statewide as well as in all geographic divisions of the state. This program is 222 hours in length and TCAT Oneida/Huntsville projects graduating 40 new CDL drivers each year as a result of GIVE 2.0 Grant Funding. We will work with local trucking companies and bus transportation supervisors to offer a paid apprenticeship "ride along" for the first two weeks of on-the-job training. See attachments 1,5,9,13 in appendix.

**Culinary Arts** – The Tennessee College of Applied Technology Oneida/Huntsville will use GIVE 2.0 Grant funding to develop a post-secondary Culinary Arts program to be located Fentress County. This program will dual enroll students from Scott, Morgan and Fentress Counties. TCAT administration is working with Pellissippi State Community College to develop a pathway for TCAT students to work toward an associates degree in Culinary Arts. This will provide stackable credentials for dual enrolled high school students to articulate from a TCAT diploma to an associates degree. We also have commitments from area restaurants to hire TCAT graduates and offer paid work-based learning opportunities. "Chefs and Head Cooks" are listed in the Academic Supply and Occupational Demand Report 2021 with annual openings of 337 and median earnings of \$46,643. Our goal would be to train 20 post-secondary students each year and dual enroll 30 secondary students if we receive GIVE 2.0 grant funding. See attachments 6,7,11,13 in appendix.

**Manufacturing Technology** – TCAT Oneida/Huntsville will use GIVE 2.0 grant funds to open a Manufacturing Technology Program at our York Institute Instructional Center. This program will enroll up to 20 post-secondary students and 20 dual enrolled students. This program will

allow TCAT O/H to offer special industry training for regional industries. This is a 1 year program which has been requested by local industries. It will provide training in welding, machine tool, mechatronics and PLC. Great Dane, JDS Technologies and Micro Metals have all committed to offer WBL opportunities to both secondary and post-secondary students. “In-demand” occupations JOBS4TN list this as a high-demand field with salaries ranging from \$41,052 to \$45,536. See attachment 4,6,13 in appendix.

**HVAC:** Tennessee College of Applied Technology Oneida/Huntsville will use Give 2.0 Grant funding to open a new post-secondary HVAC Program. This would also provide dual enrollment opportunities for our secondary partners high schools in Morgan, Scott, and Fentress Counties. Heating, air conditioning, and refrigeration mechanics and installation is listed in the East Tennessee “In Demand Occupation of 2026,” with a 2018 median salary of \$41,990.00 according to Jobs 4 TN.Gov. The Leap 2020 “In Demand Occupation” data also shows a demand for skilled heating, air conditioning, and refrigeration mechanics and installers in all 9 regions of the Tennessee as well as state wide. Our goal would be to train 20 post-secondary students and 20 secondary students per year of program. The college will work with local HVAC providers in the three counties which have agreed to provide paid work-based learning opportunities for both the secondary and post-secondary students. See attachments 14,15,16,17 in appendix.

**Programs Funded by GIVE 2.0 Provide Livable** Wage – Practical Nursing, Truck Driving, HVAC Repair and Maintenance, Manufacturing Technology, Phlebotomy, CNA and Culinary Arts all exceed livable wages (using MIT living wage calculator for a single adult) and all are above 75% of the median wages for the region. See attached “Living Wage Calculator for Tennessee” in

appendix. The median wage for Scott County is \$20,467, Fentress County \$19,473 and Morgan County \$21,844. This data is taken from the US Census 2019 data and is available in the appendix. All the in-demand programs being proposed in the GIVE 2.0 grant exceed 75% of the median wage. See attachments 14,15,16,17 in appendix.

### **Recruitment of Under-represented Groups**

TCAT Oneida/Huntsville will actively recruit under-represented student groups into the GIVE 2.0 grant funded programs. We will aggressively market these programs at American Job Centers, Adult Education Programs, Families First offices, Department of Children Services, Department of Human Resources and secondary school system locations. The college will use social media to reach out to recruit under-represented groups with their financial aid and registration process.

## **Section 2: Program Plan**

### **Timeline**

#### **January 2022 – April 2022**

- Appoint GIVE 2.0 Advisory Committee and have first meeting
- Get COE, TBR, Veteran and US Department of Education approval for all new programs
- Determine trainers that are needed, develop specs and bid equipment
- Advertise for CDL, CNA and Phlebotomy instructors
- Receive equipment trainers

#### **May 2022 – August 2022**

- Meeting of GIVE 2.0 Advisory Committee either virtually or in person
- Hire CDL, Phlebotomy, Pre-Nursing and CNA Instructors
- Advertise for HVAC, Culinary Arts, Manufacturing Technology, Practical Nursing faculty positions
- Enroll first class of CDL, CNA, Phlebotomy and Pre-Nursing students
- Advertise all new programs for September enrollment
- Dual enroll high school students
- Begin Worker Ethics Diploma Program

#### **September 2022 – December 2022**

- Offer certification and licensure in appropriate program
- Open Practical Nursing, Manufacturing Technology, HVAC and Culinary Arts programs and enroll first students. Continue to enroll CNA, Phlebotomy and CDL students
- Conduct GIVE 2.0 advisory committee meeting in person or virtually

#### **January 2023 – April 2023**

TCAAT Oneida/Huntsville

Dwight Murphy  
President

This Memorandum of Understanding between the Tennessee Higher Education Commission, TCAAT O/H agrees to share data with THEC and TBR to allow sharing of outcomes of activities funded through the GIVE 2.0 Grant proposal.

Tennessee Higher Education Commission

And

The Tennessee College of Applied Technology Oneida/Huntsville

### Memorandum of Understanding This agreement is between:

- This year will mirror the activities conducted monthly in 2023
- Begin GIVE 2.0 Grant close out

January 2025 – June 2025

- This year will mirror the activities that were conducted monthly in 2023

January 2024 – December 2024

- Enroll second cohort in LPN program
- Continue expanding certifications and licensure testing
- Hold GIVE 2.0 advisory committee meeting either virtually or in person
- Expand and monitor work-based learning activities
- Enroll new students and re-enroll returning students in all GIVE 2.0 grant programs

September 2023 – December 2023

- Enroll new students and re-enroll returning students
- Expand certifications and licensure testing in all GIVE 2.0 programs
- Expand WBL opportunities
- Have "Robot Rodeo Camp" with 6th-8th grade students in Scott, Morgan and Fentress Counties
- Dual enroll high school students in GIVE 2.0 programs
- Have school wide graduation ceremony

May 2023 – August 2023

- Enroll and re-enroll post-secondary students in all GIVE 2.0 programs
- Dual enroll secondary students
- Offer OSHA-10, Forklift training, NCCER Certifications in programs
- Start WBL activities for secondary and post-secondary students
- Conduct GIVE 2.0 advisory committee meeting in person or virtually

**Governance and Accountability** – The Governance of the project will be under the direct supervision of President Dwight Murphy and the Tennessee College of Applied Technology Oneida/Huntsville. President Murphy has been with TCAT Oneida/Huntsville for 16 years and spent 6 ½ of these years as President of TCAT Knoxville also. In his position he has had oversight and financial responsibility for many state, federal and foundation grants. There will be a GIVE 2.0 Advisory Committee established that will meet at the beginning of each trimester either virtually or in person. The committee will be made up of partners from Scott, Morgan, and Fentress Counties. They are as following:

**GIVE 2.0 Advisory Committee**

James Lovett: Mountain People Medical Board (Scott County); Lee Armstrong: Quality Home Health (Fentress and Scott County); Hal Leftwich: Big South Fork Medical Center; Derrick Ellis: Cordell Trucking Company; Keith Shannon: Scott County CTE Director; John Bush: York Institute; Karen Little: Fentress County CTE Director; Clint Hayes: Somerset Community College; Dan Shoemaker: Morgan County CTE Director; Rick Sells: Micro Metals; Shane Sexton: Sexton's Heat and Air; Linda Jones: Grey Gables Bed and Breakfast

**Measurable Goods and Objectives**

<b><u>Program</u></b>	<b><u>Post-Secondary enrollees</u></b>	<b><u>Secondary enrollees</u></b>	<b><u>Licensure</u></b>	<b><u>Certificates</u></b>
LPN	40	0	40	40 CPR
Pre-Nursing		30	30	30 CPR
CNA	40	25	30	30 CPR
Phlebotomy	30	0		30 CPR
CDL	25	0	25	
HVAC	20	30		30 OSHA-10
Culinary Arts	20	30		
Summer Robotics Rodeo		90 6 <sup>th</sup> -8 <sup>th</sup> graders		

**Aligns with Workforce Data and Drive to 55**

### **Quality Work-Based Experiences**

All equipment purchased using GIVE 2.0 grant funds is necessary to provide the training needed for the "in-demand" occupations addressed in this grant. The trainers which are bought will be compatible with the equipment used by our partnering employers. The employers that serve on the new program advisory boards will assist in the selection of the equipment being requested. We will also look at equipment previously purchased by TBR institutions. All equipment will be the most up to date to assure we are preparing students not only for the jobs presently available, but for jobs that will be created in their particular fields in the future.

### **Justification for Equipment Purchase**

The WBL experience developed as a result of the GIVE 2.0 grant funding will specifically align to the program training and will credit hours to students in their program while they are on the WBL contract. These WBL experiences will be provided only in the "in-demand" occupations and will be monitored by WBL Coordinator Tom Payne.

### **WBL Experiences Align with Workforce Needs**

The Give 2.0 clearly aligns with Workforce Data and the Drive to 55 Goals. Programs selected for funding in this grant were chosen because of workforce needs as determined by survey of local employers, discussions with Chamber of Commerce Directors and review of state and local data. The funding requested could add 150-175 certificates or diplomas per year in the "distressed" county of Scott and the at "risk" counties of Morgan and Fentress. It will allow for an additional 115 dual enrolled students. It is projected to offer an additional 125 licenses and 160 nationally recognized certifications.

Clinicals will be provided to all CNAs, Pre-Nursing and Practical Nursing students. These will be with the Quality Home Health, South Fork Medical, Life Care of Morgan County, Mountain People's, Signature Health Care and Oneida Nursing and Rehabilitation. TCAT Oneida has clinical agreements in place with each of these allied health providers. CNA and pre-nursing clinicals will be provided for both secondary and post-secondary students. See MOU in appendix I. Sexton Heat & Air, Oneida Heating & Air and Brewster Builders will provide up to 10 WBL learning experiences per year for HVAC secondary and post-secondary students. TCAT Oneida/Huntsville will reimburse \$1,000 of the first \$2,000 paid to the WBL student. See MOU in appendix I. Scott, Morgan and Fentress County schools and Cordell Trucking have agreed for a 2 week bus "ride along" for students after they receive their CDL license. Most companies will not hire students immediately after graduation without over the road experience. See MOU in appendix I. Preston's Steakhouse, Grey Gables and RaeZacks have agreed to hire up to 15 secondary and post-secondary students each in WBL experiences. TCAT Oneida will reimburse \$1,000 of the first \$2,000 paid to the WBL students using GIVE 2.0 funding. See MOU in appendix I. Great Dane, Micro Metals and JDS Technology have each agreed to give up to 10 secondary and post-secondary students an opportunity to participate in a paid co-op or a paid work-based learning opportunity. Tom Payne, TCAT's Work-Based Learning Coordinator will network between the students and the employers to assure the program is working. See MOU in appendix I.

### **Secondary to Post-Secondary Pathways as a result of GIVE 2.0 Grant**

Health Science, Pre-Nursing, HVAC, Culinary Arts and Manufacturing Technology programs will all dual enroll secondary students and articulate the hours into a post-secondary program.

### **Early Post-Secondary Opportunities**

Truck Driving (222 hours), CNA (120 hours) and Phlebotomy (432 hours) all offers the ability to enroll in a short-term program that are “in-demand” occupations in the service area. The college also will dual enroll 115 secondary students as a result of GIVE 2.0.

### **Stackable Credentials involving 2 Post-Secondary Institutions**

High school juniors can enroll in a Health Science CNA program and articulate these hours into a senior year to a Pre-Nursing program. Once those students graduate from high school, they can articulate hours into the TCAT Practical Nursing Program. When they graduate TCAT O/H they can bridge hours into an Associate RN program at Somerset Community College or Roane State Community College. High school juniors and seniors will be able to dual enroll in a Culinary Arts program, articulate high school hours into a TCAT post-secondary Culinary Arts program then have the opportunity to articulate those hours toward an associates degree at Pellissippi State Community College.

### **Structure to Support Students in WBL**

Tom Payne the TCAT Work-Based Learning Coordinator, will be the central point of contact. He will be the person that networks with the employers to develop the WBL opportunity. He will identify the students that best fits the skills set needed by the partnering company. Mr. Payne and the program instructor will monitor the WBL students on a regular basis. He will assure the student has transportation and if they do not, he will work with public transportation or use grant sources to provide a gas cards.

### **Proposal provides Documentation of MOUs with Employers**

Please see Appendix I for MOUs with employers representing all of the programs being

proposed. These employers are all committing to offer co-op, WBL, apprenticeships or clinical opportunities for students enrolled in the GIVE 2.0 programs.

### Contingency

Contingency Plan – The College has developed contingency plans for all programs due to the COVID-19 pandemic. The college has the capability to do virtual training in all programs and has the most up to date equipment to for delivery of hybrid instructional model. We have

included a number of employers that have indicated this willingness to work with the college in WBL opportunities. If one or more of these fails to work out, the college will immediately seek new partners. During the pandemic the college was able to provide virtual clinicals to allied

health and training in all other programs. We ask our instructors to have 3 weeks of material ready to provide students at any time during their program. COVID has assured we have a contingency plan.

### TCA Oneida/Huntsville Proposes Expanding Worker Ethics Program

TCA Oneida will use GIVE 2.0 Grant funding as well as funding from local employers to create a new Worker Ethics Diploma. This will be based on successful models such as the one used by TCA Morristown. At the present time Tom Payne (WBL Coordinator) does 6 hours each trimester of Worker Ethics training for both secondary and post-secondary students using the University of Georgia model.

### Support Services offered to Assist High School and Post-Secondary students to Assist with

### Completion

### TCAAT will have and has Formalized Protocols

TCAAT Oneida/Huntsville has regular and meetings with all partnering school systems. We are on their high school campuses monthly. We provide feedback to the surrounding partners on their students progress. TCAAT has a Dual Enrollment Counselor that attends meetings, career fairs and TN Promise meetings to assist students in career exploration at TCAAT. We provide tours for all of the middle school and high school students located in our service area. TCAAT brings in Community Colleges and Universities to speak to our post-secondary students about continuing their education. The college is working with community colleges to provide articulation agreements for our graduates that wish to pursue an associate or bachelors degree. In January 2022 we will have the first TCAAT LPN graduates with the ability to bridge into an associates RN program at Somerset Community College. This is one of many opportunities we are working on for our students with area community colleges and universities.

TCAAT Oneida/Huntsville will pay for training seminars for our instructors to assure they are up to date on the newest technology. We will pay for one course a semester for them to attend a community college or university. Administration encourages all faculty to visit and network with local employers to learn of their specific training needs. Two times a year we hold program advisory committee meetings for businesses and industry partners to review our curriculum and training equipment to assure we are compatible with their training needs. The college is supportive of faculty externships and shadowing another TCAAT programs that are exhibiting best practices.

### Opportunities for Instructors to grow Industry Knowledge

Tennessee College of Applied Technology has a sustainability plan which allows continuation of the GIVE 2.0 grant funded programs after the grant is closed out. The new programs funded by GIVE 2.0 will generate tuition and fees from post-secondary students. Since these are "in-demand" occupations and the college has done extensive research, prior to proposing these new programs, we expect enrollments to be very good. All of the new programs except Truck Driving and Phlebotomy will offer dual enrolled opportunities which brings in a good revenue stream because these opportunities are offered at 5 partnering high schools. The college will be able to offer "special industry" training for Allied Health partners, restaurants, trucking

### **Section 5: Sustainability**

review MOUs in Appendix for details of these agreements.

curriculum and equipment are reviewed twice a year by program advisory boards. Please furnish a representative to sit on the advisory board for the new GIVE 2.0 funded programs. All that is compatible with what they are presently using in their location. They have all agreed to the two colleges LPN to RN Bridge. Each partner has agreed to assist in purchase of equipment 2.0 Grant funded programs. TCAT also has a MOU with Somerset Community College outlining TCAT Oneida/Huntsville has MOUs from 15 employers representing all 5 of the new TCAT GIVE

### **Section 3: Strength of Partnership**

TCAT will implement WBL protocols using the Work-based Learning Toolbox. Our WBL model follows all the rules on detailing who can and who can't participate as a WBL opportunity and how our WBL is structured. We will have a formalized agreement signed by the TCAT President, company representative and the student. See attachment 18 in appendix 1.

companies and manufacturers as a result of these new programs. Special industry programs provide good sources of revenue to the college. Once established and is on our program offering, these will be state appropriation in year two. The college is taking all salaries and expenses out of the GIVE 2.0 grant to allow time to open programs and build classes without taking funds out of our existing operating budget.

### **Partnerships**

Most of the partners listed in the GIVE 2.0 grant are long term partnerships with TCA Oneida/Huntsville. The college has had clinical agreements with all of the Allied Health

partners listed in this grant for many years. These clinical applications are renewed yearly, and the college has never had a problem in renewing them. TCA Oneida/Huntsville has had co-op opportunities with the three industrial partners listed in the grant. These industries are always ready to offer paid co-op for our students. The American Job Center has OJT (on job training) funds to pay a portion of the salaries of the TCA students in a WBL situation. They are

committed to assist with WBL opportunities in the future. Please review MOUs in the appendix I to find written documentation for all of the partnerships after this grant is completed. TCA Oneida/Huntsville is committed to assist students in WBL programs.

### **Section 6: Economic Status**

TCA Oneida/Huntsville is serving three counties with this grant.

- Scott County – Distress County
- Morgan County – At Risk County
- Fenestress County – At Risk County

# APPENDIX B - Budget

GRANT BUDGET				
GIVE Program Competitive Grant				
The grant budget line-item amounts below shall be applicable only to expenses incurred during the following				
Applicable Period: BEGIN: 11/15/21 END: 05/15/24				
POLICY 03	Object Line-item Reference	EXPENSE OBJECT LINE-ITEM CATEGORY <sup>1</sup>	GRANT CONTRACT	GRANTEE PARTICIPATION
1, 2	Salaries, Benefits & Taxes		566,000.00	0.00
4, 15	Professional Fee, Grant & Award <sup>2</sup>		0.00	0.00
5, 6, 7, 8, 9, 10	Supplies, Telephone, Postage & Shipping, Occupancy, Equipment Rental & Maintenance, Printing & Publications		0.00	0.00
11, 12	Travel, Conferences & Meetings		0.00	0.00
13	Interest <sup>2</sup>		0.00	0.00
14	Insurance		0.00	0.00
16	Specific Assistance to Individuals		150,000.00	0.00
17	Depreciation <sup>2</sup>		0.00	0.00
18	Other Non-Personnel <sup>2</sup>		0.00	0.00
20	Capital Purchase <sup>2</sup>		284,000.00	0.00
22	Indirect Cost		0.00	0.00
24	In-Kind Expense		0.00	0.00
25	GRAND TOTAL		1,000,000.00	0.00
				0.00

<sup>1</sup> Each expense object line-item shall be defined by the Department of Finance and Administration Policy 03, Appendix A. (posted on the internet at: [www.state.tn.us/finance/act/documents/policy3.pdf](http://www.state.tn.us/finance/act/documents/policy3.pdf)).

<sup>2</sup> Applicable detail follows this page if line-item is funded

#### Section 4: Budget Breakdown

##### Salaries and Benefits:

	<u>Salary</u>	<u>Benefits</u>
<u>Full time LPN Instructor</u>		
Scott County	\$50,000	\$27,000
Fentress County	\$50,000	\$27,000
<u>Adjunct LPN Instructors</u>		
Scott County	\$40,000	\$6,000
Fentress County	\$40,000	\$6,000
<u>HVAC Adjunct Instructor</u>	\$40,000	\$6,000
<u>Culinary Arts Adjunct Instructor</u>	\$40,000	\$6,000
<u>CNA Adjunct Instructors</u>		
Scott County	\$60,000	\$8,000
<u>Pre-Nursing Adjuncts</u>		
Scott County	\$60,000	\$8,000
<u>Truck Driving Adjunct</u>	\$40,000	\$6,000
<u>Phlebotomy Adjunct</u>	<u>\$40,000</u>	<u>\$6,000</u>
	<b>\$460,000</b>	<b>\$106,000</b>

##### Equipment

<u>CDL</u>	
Over the road tractor	\$50,000
55ft van tractor	\$10,000
Used 60-70 passenger bus	\$20,000
<u>Manufacturing Technology</u>	
2 manual lathes	\$40,000
2 manual mills	\$40,000
1 CNC lathe	\$25,000
<u>Culinary Arts</u>	
Commercial freezer	\$5,000

Commercial refrigerator	\$5,000
Convection oven	\$3,000
Commercial stove	\$4,000
Slicer	\$1,000
3 prep tables	\$4,000
Miscellaneous Equipment	\$10,000

LPN, Pre-Nursing, CNA, Phlebotomy

6 Beds	\$7,000
Training mannequins and other trainers	<u>\$60,000</u>
<b>Equipment Total</b>	<b>\$284,000</b>

Summer Rodeo Camp

Scott County	\$40,000
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<u>Brochures and Advertisement</u>	\$5,000
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<u>WBL Stipends</u>	\$60,000
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<u>Certification Testing</u>	<u>\$45,000</u>
	<b>\$150,000</b>

# **Appendix I**

## **Supporting Economic Data**

**Occupational Groups Expected to Add the Most New  
Jobs-Top Three Occupations**

<b>Occupation</b>	<b>Total Employment Change 2018-2028</b>	<b>Annual Avg. % Change 2018-2028</b>
<b>Healthcare Practitioners and Technical</b>	<b>30,530</b>	<b>1.40%</b>
Registered Nurses	7,640	1.16%
Licensed Practical and Licensed Vocational Nurses	3,640	1.34%
Nurse Practitioners	2,580	3.01%
<b>Management</b>	<b>26,770</b>	<b>1.09%</b>
General and Operations Managers	5,210	1.14%
Financial Managers	3,860	2.08%
Food Service Managers	2,550	1.47%
<b>Transportation and Material Moving</b>	<b>16,640</b>	<b>0.55%</b>
Laborers and Freight, Stock, and Material Movers, Hand	6,880	0.69%
Heavy and Tractor-Trailer Truck Drivers	3,840	0.54%
Light Truck or Delivery Services Drivers	1,610	0.77%
<b>Education, Training, and Library</b>	<b>16,000</b>	<b>0.90%</b>
Health Specialties Teachers, Postsecondary	2,480	2.56%
Elementary School Teachers, Except Special Education	1,470	0.51%
Teacher Assistants	15,350	1.03%
<b>Business and Financial Operations</b>	<b>15,350</b>	<b>1.03%</b>
Accountants and Auditors	3,660	1.53%
Market Research Analysts and Marketing Specialists	2,330	2.21%
Human Resources, Training, and Labor Relations Specialists	1,430	1.08%

Listed here are the occupational groups expected to have the most new jobs through 2028 along with the top occupations in each group. Among healthcare practitioners, registered nurses and licensed practical nurses will add thousands of new jobs. Other groups adding most jobs will include the management, transportation and material moving; education, training, and library; and business and financial operations sectors.

In the longer term, financial and food service managers; heavy and light truck drivers; health specialties and elementary school teachers, accountants and auditors, and human resources and training specialists are some of the occupations expected to add the most new jobs.

Source: TN Dept. of Labor and Workforce Development,  
WIR<sup>2</sup>ED Division, TN Employment Projections 2018-2028

**Most Rapidly Growing Occupational Groups-Top Three  
Growth Occupations**

<b>Occupation</b>	<b>Total Employment Change 2018-2028</b>	<b>Annual Avg. % Change 2018-2028</b>
<b>Healthcare Support</b>		<b>1.84%</b>
Phlebotomists	1,117	4.04%
Home Health Aides	1,920	3.15%
Psychiatric Aides	512	2.73%
<b>Personal Care and Service</b>		<b>1.79%</b>
Personal Care Aides	10,251	3.63%
Residential Advisors	2,468	2.75%
Nonfarm Animal Caretakers	1,135	2.09%
<b>Life, Physical, Social Science</b>		<b>1.59%</b>
Forensic Science Technicians	334	5.13%
Biochemists and Biophysicists	440	4.94%
Medical Scientists, Except Epidemiologists	578	3.42%
<b>Computer and Mathematical</b>		<b>1.41%</b>
Operations Research Analysts	496	3.01%
Information Security Analysts, Web Developers, and Computer Network Architects	544	2.82%
Software Developers, Applications	1,697	2.43%
<b>Healthcare Practitioners and Technical</b>		<b>1.40%</b>
Physician Assistants	945	3.75%
Nurse Practitioners	2,583	3.01%
Speech-Language Pathologists	959	2.71%

The occupations expected to grow the most rapidly within the five major groups are listed. Top growing occupations in healthcare support include phlebotomists and home health aides, and personal care aides and residential advisors in personal care and service. Increases in the population aged 65 and older as well as more individuals with disabilities living in non-institutional settings will support these trends.

In the life, physical, and social scientists group, advances in medical technology and knowledge will be aided by growing numbers of medical scientists and biochemists and biophysicists. Cybersecurity and artificial intelligence challenges will require more information security analysts and operations research analysts. Nurse practitioners will be one of the faster-growing occupations in the healthcare practitioners group as ambulatory care is expanded to new practice locations. It is also one of the occupations expected to add the most new jobs among health-care practitioners.

Source: TN Dept. of Labor and Workforce Development,  
WIR<sup>2</sup>ED Division, TN Employment Projections 2018-2028

# Upper Cumberland Tennessee

(Cannon, Clay, Cumberland, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, Warren, and White Counties)

Attachment 3



## In Demand Occupations to 2026

### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

### Job Title

2016-2026 Average Annual Openings

2018 Median Salary

Personal Skills: Reading (English)

Math Skills

Service Orientation

Persuasion Skills

Science Skills

Computer Programming Skills

Repairing Skills

Artist/Creative Ability

Bachelor's degree continued										
Human Resources Specialists	25	\$45,265	●	○	●	○				A
Construction Managers	20	\$69,597	●	●	●	●	○			
Industrial Engineers	20	\$61,778	●	●	○	○				
Special Education Teachers, Kindergarten and Elementary School	20	\$47,517	●	○	●	●				A
Administrative Services Managers	15	\$68,379	●	○	●	●				
Kindergarten Teachers, Except Special Education	15	\$43,360	●	○	●	●				A
Sales Managers	15	\$94,713	●	●	●	●				
Market Research Analysts & Marketing Specialists	10	\$46,791	●	●	○	●	○	○		
Computer and Information Systems Managers	10	\$87,686	●	●	○	●		○		
Purchasing Managers	10	\$88,296	●	●	●	●				
Social and Community Service Managers	10	\$54,611	●	○	●	●	○			A
Software Developers, Applications	10		●	○	○	○	○	●		
Mechanical Engineers	10	\$73,380	●	●	●	●	●	○		A
Training and Development Specialists	10	\$46,200	●	○	●	●				A
Graphic Designers	10	\$42,201	●	○	○	○				A
Associate's degree										
Physical Therapist Assistants	30	n/a	●	○	●	○	○			
Respiratory Therapists	15	\$53,332	●	○	○	○	○		○	
Radiologic Technologists	15	\$46,883	●	○	●	○	○			
Civil Engineering Technicians	10	\$36,322	●	●	○	○	○			A
Electrical and Electronics Engineering Technicians	10	\$48,363	●	●	○	○	○	○	●	
Postsecondary non-degree award										
Licensed Practical and Licensed Vocational Nurses	130	\$36,619	●	○	●	●	○			
Dental Assistants	30	\$38,351	●	○	●	○	○			
Telecommunications Equipment Installers and Repairers, Except Line Installers	30	\$60,908	●	○	○	○	○	○	●	



Department of  
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# Upper Cumberland Tennessee

(Cannon, Clay, Cumberland, DeKalb, Fentress, Jackson, Macon, Overton, Pickett, Putnam, Smith, Van Buren, Warren, and White Counties) **Attachment 4**



## In Demand Occupations to 2026

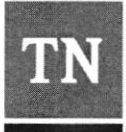
### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
<b>Postsecondary non-degree award continued</b>										
Tool and Die Makers	20	\$44,684	○	○		○			○	A
Firefighters	15	\$37,208	●	○	●	●	○		○	
<b>High school diploma or equivalent</b>										
First-Line Supervisors of Office and Administrative Support Workers	125	\$43,799	●	○	●	●				
Residential Advisors	115	n/a	●	○	●	●				A
First-Line Supervisors of Production and Operating Workers	115	\$52,375	●	○	○	●			○	
First-Line Supervisors of Construction Trades and Extraction Workers	50	\$55,053	●	○	●	●	○		○	
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	45	\$58,185	●	○	●	●				
Electricians	40	\$54,447	●	●	○	○	○		●	
First-Line Supervisors of Mechanics, Installers, and Repairers	40	\$65,177	●	●	●	●			●	
Computer-Controlled Machine Tool Operators, Metal and Plastic	30	\$43,354	●	○	○	○	○	○	●	
Plumbers, Pipefitters, and Steamfitters	25	\$41,115	●	○	●	○			●	
Telecommunications Line Installers and Repairers	25	n/a	○	○	○	○			○	
Excavating and Loading Machine and Dragline Operators	25	n/a	●	○	○	●			●	
Operating Engineers and Other Construction Equipment Operators	25	\$35,784	○	○	○	○			○	
First-Line Supervisors of Personal Service Workers	20	\$39,444	●	○	●	●				
Postal Service Mail Carriers	20	\$48,298	○		○	○				
Production, Planning, and Expediting Clerks	20	\$40,082	●	○	○	○				
Industrial Machinery Mechanics	20	\$41,052	○	○	○	○	○	○	●	
Maintenance Workers, Machinery	20	\$43,136	●	○	○	○			●	

# East Tennessee

Attachment 5



(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)

## In Demand Occupations to 2026

### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
<b>Bachelor's degree continued</b>										
Software Developers, Applications	115	\$84,101	●	○	○	○	○	●		
Administrative Services Managers	110	\$81,656	●	○	●	●				
Civil Engineers	105	\$97,800	●	●	●	●	●	○	○	
Industrial Engineers	100	\$85,927	●	●	○	○				A
Wholesale and Retail Buyers, Except Farm Products	100	n/a	●	●	●	●				
Training and Development Specialists	90	\$52,511	●	○	●	●				A
Chief Executives	85	\$146,321	●	●	●	●				A
Compliance Officers	80	\$56,060	●	○	●	●				
Network and Computer Systems Administrators	80	\$73,799	●	○	●	○	○	●	●	
Software Developers, Systems Software	80	\$92,844	●	●	○	○		○		
Cost Estimators	75	\$51,573	●	●	○	●				
Mechanical Engineers	75	\$95,014	●	●	●	●	●	○		A
Kindergarten Teachers, Except Special Education	75	\$49,582	●	○	●	●				A
<b>Associate's degree</b>										
Industrial Engineering Technicians	115	\$46,790	●	●	○	○	○		○	
Physical Therapist Assistants	95	\$58,500	●	○	●	○	○			
Paralegals and Legal Assistants	85	\$40,824	●		●	○				
Medical and Clinical Laboratory Technicians	80	n/a	●	○	●	○	●		○	
<b>Postsecondary non-degree award</b>										
Heavy and Tractor-Trailer Truck Drivers	1,235	\$42,519	●	○	○	○			○	
Licensed Practical and Licensed Vocational Nurses	350	\$37,175	●	○	●	●	○			
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	215	\$41,990	●	○	○	○	○		●	
Dental Assistants	130	\$37,857	●	○	●	○	○			
Telecommunications Equipment Installers and Repairers, Except Line Installers	95	\$40,451	●	○	○	○	○	○	●	

✓ Jobs in Demand

✓ Positive Job Growth

✓ At least 75 expected annual job openings

# East Tennessee

Attachment 6



(Anderson, Blount, Campbell, Claiborne, Cocke, Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Roane, Scott, Sevier, and Union Counties)

## In Demand Occupations to 2026

### Personal Skills and Abilities

- advanced skills required
- moderate skills required
- A artistic/creative ability required

Job Title	2016-2026 Average Annual Openings	2018 Median Salary	Personal Skills: Reading (English)	Math Skills	Service Orientation	Persuasion Skills	Science Skills	Computer Programming Skills	Repairing Skills	Artist/Creative Ability
<b>Some college, no degree</b>										
Computer User Support Specialists	180	\$41,266	●	○	●	○	○	○	○	
<b>High school diploma or equivalent</b>										
First-Line Supervisors of Office and Administrative Support Workers	675	\$49,639	●	○	●	●				
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	445	\$48,646	●	○	●	●				
Food Service Managers	425	\$46,888	●	○	●	●				
First-Line Supervisors of Production and Operating Workers	330	\$57,876	●	○	○	●			○	
Electricians	275	\$52,036	●	●	○	○	○		●	
Industrial Machinery Mechanics	270	\$47,212	○	○	○	○	○	○	●	
First-Line Supervisors of Construction Trades and Extraction Workers	245	\$52,846	●	○	●	●	○		○	
First-Line Supervisors of Non-Retail Sales Workers	230	\$63,661								
First-Line Supervisors, Mechanics, Installers, Repairers	205	\$60,192	●	●	●	●			●	
Police and Sheriff's Patrol Officers	180	\$39,428	●	○	●	●				
Chefs and Head Cooks	160	\$46,901	●	●	●	●				A
Property, Real Estate, and Community Association Managers	150	\$43,032	●	○	●	●				
Welders, Cutters, Solderers, and Brazers	145	\$37,817	●	○	○	○			○	
Bus and Truck Mechanics and Diesel Engine Specialists	140	\$39,953	○	○	○	○			●	
Maintenance Workers, Machinery	140	\$43,495	●	○	○	○			●	
Machinists	135	\$45,531	●	○	○	○			○	
Operating Engineers and Other Construction Equipment Operators	130	\$38,236	○	○	○	○			○	
Plumbers, Pipefitters, and Steamfitters	125	\$44,121	●	○	●	○			●	

✓ Jobs in Demand

✓ Positive Job Growth

✓ At least 75 expected annual job openings



Department of  
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# LEAP 202.0 In-Demand Occupations

## Attachment 7

OES 2019 SOC Code	Occupation Title	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Number of Regions	Key to Industry Clusters	STEM
27-3043	Writers and Authors									X		1		
27-4011	Audio and Video Technicians	X				X						2		
<b>Healthcare Practitioners and Technical Occupations</b>														
29-1122	Occupational Therapists				X			X				2		
29-1123	Physical Therapists			X								1		
29-1127	Speech-Language Pathologists				X							1		
29-2010	Clinical Laboratory Technologists and Technicians									X		1		
29-2032	Diagnostic Medical Sonographers		X									1		
29-2052	Pharmacy Technicians				X	X					X	3		
29-2055	Surgical Technologists		X									1		
29-2056	Veterinary Technologists and Technicians									X		1		
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other				X						X	2		
<b>Healthcare Support Occupations</b>														
31-2011	Occupational Therapy Assistants							X		X	X	3		
31-2021	Physical Therapist Assistants	X	X	X	X	X	X	X	X	X	X	10		
31-9011	Massage Therapists	X				X			X	X		4		
31-9091	Dental Assistants	X				X	X	X			X	5		
31-9092	Medical Assistants	X			X	X	X	X		X		6		
31-9094	Medical Transcriptionists								X			1		
31-9095	Pharmacy Aides									X		1		
31-9097	Phlebotomists	X	X			X		X	X	X	X	7		
31-9099	Healthcare Support Workers, All Other		X								X	2		
<b>Protective Service Occupations</b>														
33-9032	Security Guards							X		X	X	3	*	
33-9091	Crossing Guards and Flaggers	X	X									2		
33-9098	School Bus Monitors and Protective Service Workers, All Other	X				X						2		
<b>Food Preparation and Serving Related Occupations</b>														
35-1011	Chefs and Head Cooks	X	X			X			X			4		
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	X	X		X	X	X		X	X		7		
<b>Building and Grounds Cleaning and Maintenance Occupations</b>														
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	X	X		X	X			X		X	6		
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	X	X		X	X			X		X	6		
37-2021	Pest Control Workers	X		X	X	X		X	X		X	7		
37-3011	Landscaping and Groundskeeping Workers			X	X		X				X	4		
37-3013	Tree Trimmers and Pruners	X										1		
37-3019	Grounds Maintenance Workers, All Other								X			1		
<b>Personal Care and Service Occupations</b>														
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services			X				X	X			3		
39-5012	Hairdressers, Hairstylists, and Cosmetologists								X			1		

OES 2019 SOC Code	Occupation Title	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Number of Regions	Key to Industry Clusters	STEM
39-6012	Concierges								X			1		
39-9031	Exercise Trainers and Group Fitness Instructors	X				X	X					3		
39-9032	Recreation Workers							X				1		
<b>Sales and Related Occupations</b>														
41-1011	First-Line Supervisors of Retail Sales Workers	X	X	X	X	X		X	X	X	X	9		
41-1012	First-Line Supervisors of Non-Retail Sales Workers				X		X				X	3	*	
41-2021	Counter and Rental Clerks							X				1		
41-2022	Parts Salespersons	X			X		X	X		X	X	6	*	
41-3011	Advertising Sales Agents	X	X	X		X			X			5		
41-3021	Insurance Sales Agents	X	X			X		X	X		X	6		
41-3031	Securities, Commodities, and Financial Services Sales Agents									X		1		
41-3041	Travel Agents					X						1		
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	X	X		X	X		X	X	X	X	8	*	
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products			X	X		X					3	*	#
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products			X	X		X		X		X	5	*	
41-9022	Real Estate Sales Agents	X	X			X			X	X		5		
<b>Office and Administrative Support Occupations</b>														
43-3011	Bill and Account Collectors	X	X	X		X			X	X		6	*	
43-3021	Billing and Posting Clerks		X					X			X	3	*	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	X		X	X	X			X	X	X	7	*	
43-3051	Payroll and Timekeeping Clerks	X	X	X	X	X	X	X	X			8		
43-3061	Procurement Clerks		X									1		
43-4011	Brokerage Clerks	X				X						2		
43-4051	Customer Service Representatives	X	X	X	X	X	X	X	X	X	X	10	*	
43-4071	File Clerks	X	X			X						3		
43-4111	Interviewers, Except Eligibility and Loan	X			X	X	X	X	X	X		7		
43-4131	Loan Interviewers and Clerks		X		X							2		
43-4151	Order Clerks						X					1	*	
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	X	X		X		X		X	X	X	7		
43-4171	Receptionists and Information Clerks								X			1	*	
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks					X						1		
43-5011	Cargo and Freight Agents	X								X		2	*	
43-5021	Couriers and Messengers	X							X			2	*	
43-5031	Public Safety Telecommunicators		X									1		
43-5032	Dispatchers, Except Police, Fire, and Ambulance		X		X	X						3	*	
43-5061	Production, Planning, and Expediting Clerks	X	X				X	X				4	*	
43-5071	Shipping, Receiving, and Inventory Clerks				X	X						2	*	
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	X	X			X			X			4	*	
43-6011	Executive Secretaries and Executive Administrative Assistants	X	X	X	X	X	X	X	X	X	X	10	*	

# LEAP 2020 In Demand Occupations Attachment 8

OES 2019 SOC Code	Occupation Title	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Number of Regions	Key to Industry Clusters	STEM
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	X	X	X		X		X		X	X	7	*	
49-3093	Tire Repairers and Changers								X			1		
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	X	X	X	X	X	X	X	X	X	X	10	*	
49-9041	Industrial Machinery Mechanics			X								1	*	
49-9043	Maintenance Workers, Machinery	X		X		X			X		X	5	*	
49-9044	Millwrights								X			1	*	
49-9051	Electrical Power-Line Installers and Repairers						X		X		X	3		
49-9062	Medical Equipment Repairers	X										1	*	
49-9071	Maintenance and Repair Workers, General		X			X		X		X		4	*	
49-9098	Helpers--Installation, Maintenance, and Repair Workers	X	X	X	X				X	X	X	7		
49-9099	Installation, Maintenance, and Repair Workers, All Other	X		X					X			3		
<b>Production Occupations</b>														
51-1011	First-Line Supervisors of Production and Operating Workers				X							1	*	
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	X					X		X			3	*	
51-2041	Structural Metal Fabricators and Fitters								X			1	*	
51-2090	Miscellaneous Assemblers and Fabricators		X		X	X	X	X	X	X	X	8	*	
51-3021	Butchers and Meat Cutters	X			X	X					X	4	*	
51-3092	Food Batchmakers	X								X		2	*	
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic										X	1	*	
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic				X							1	*	
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic										X	1	*	
51-4041	Machinists						X	X		X	X	4	*	
51-4071	Foundry Mold and Coremakers									X		1		
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic									X		1	*	
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic							X				1	*	
51-4121	Welders, Cutters, Solderers, and Brazers	X			X	X	X	X	X		X	7	*	
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders						X		X	X		3	*	
51-4199	Metal Workers and Plastic Workers, All Other			X								1	*	
51-5112	Printing Press Operators						X				X	2		
51-7011	Cabinetmakers and Bench Carpenters								X			1		
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood				X			X				2		
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	X										1		
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	X							X	X		3	*	
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders				X				X			2	*	
51-9041	Extruding, Forming, Pressing, and Compacting Machine								X			1	*	

OES 2019 SOC Code	Occupation Title	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Number of Regions	Key to Industry Clusters	STEM
43-6013	Medical Secretaries and Administrative Assistants				X		X					2		
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	X	X	X	X	X	X	X	X	X	X	10	*	
43-9021	Data Entry Keyers	X			X	X	X	X	X	X	X	8	*	
43-9041	Insurance Claims and Policy Processing Clerks							X				1		
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	X				X						2		
43-9061	Office Clerks, General	X		X			X			X		4	*	
43-9199	Office and Administrative Support Workers, All Other	X	X								X	3		
<b>Farming, Fishing, and Forestry Occupations</b>														
45-2091	Agricultural Equipment Operators				X							1		
<b>Construction and Extraction Occupations</b>														
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	X		X				X	X		X	5		
47-2021	Brickmasons and Blockmasons	X				X				X		3		
47-2031	Carpenters	X	X	X	X				X	X	X	7		
47-2051	Cement Masons and Concrete Finishers				X				X			2		
47-2061	Construction Laborers	X	X	X	X	X	X	X	X		X	9		
47-2071	Paving, Surfacing, and Tamping Equipment Operators	X	X							X	X	4		
47-2073	Operating Engineers and Other Construction Equipment Operators	X			X			X	X	X		5		
47-2081	Drywall and Ceiling Tile Installers					X						1		
47-2111	Electricians	X	X	X		X	X	X	X		X	8	*	
47-2141	Painters, Construction and Maintenance	X	X		X	X	X	X	X	X	X	9		
47-2151	Pipelayers				X	X				X		3		
47-2152	Plumbers, Pipefitters, and Steamfitters	X	X	X	X	X		X	X	X	X	9	*	
47-2181	Roofers	X							X	X	X	4		
47-2211	Sheet Metal Workers	X		X		X		X			X	5	*	
47-2221	Structural Iron and Steel Workers									X		1		
47-3013	Helpers--Electricians	X	X			X			X	X	X	6		
47-4011	Construction and Building Inspectors	X	X									2		
47-4051	Highway Maintenance Workers										X	1		
47-4090	Miscellaneous Construction and Related Workers	X				X		X	X	X		5		
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining			X				X	X			3		
<b>Installation, Maintenance, and Repair Occupations</b>														
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers			X		X			X			3	*	
49-2011	Computer, Automated Teller, and Office Machine Repairers					X					X	2	*	
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers						X				X	2	*	
49-2098	Security and Fire Alarm Systems Installers	X				X						2		
49-3011	Aircraft Mechanics and Service Technicians	X				X			X			3	*	
49-3021	Automotive Body and Related Repairers		X			X					X	3		
49-3023	Automotive Service Technicians and Mechanics				X					X		2	*	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists		X	X	X	X	X	X	X	X	X	9	*	

# LEAP 2020 In Demand Occupations Attachment 9

OES 2019 SOC Code	Occupation Title	Tennessee	Greater Memphis	Northwest	Southwest	Northern Middle	Southern Middle	Upper Cumberland	East	Southeast	Northeast	Number of Regions	Key to Industry Clusters	STEM
	Setters, Operators, and Tenders													
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	X	X				X		X		X	5	*	
51-9111	Packaging and Filling Machine Operators and Tenders	X	X			X	X	X				5	*	
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders				X			X				2	*	
51-9161	Computer Numerically Controlled Tool Operators			X					X			2	*	
51-9196	Paper Goods Machine Setters, Operators, and Tenders						X					1		
51-9198	Helpers--Production Workers	X		X		X	X		X	X	X	7	*	
<b>Transportation and Material Moving Occupations</b>														
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	X		X		X			X	X	X	6	*	
53-3031	Driver/Sales Workers		X	X	X		X	X				5	*	
53-3032	Heavy and Tractor-Trailer Truck Drivers	X	X	X	X	X	X	X	X	X	X	10	*	
53-3033	Light Truck Drivers			X			X	X	X	X	X	6	*	
53-3052	Bus Drivers, Transit and Intercity	X							X			2		
53-6031	Automotive and Watercraft Service Attendants				X			X				2		
53-7011	Conveyor Operators and Tenders			X								1	*	
53-7051	Industrial Truck and Tractor Operators	X	X	X		X	X	X	X	X	X	9	*	
53-7061	Cleaners of Vehicles and Equipment						X					1	*	
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	X			X				X	X	X	5	*	
53-7063	Machine Feeders and Offbearers									X		1	*	
53-7064	Packers and Packagers, Hand						X					1	*	
53-7081	Refuse and Recyclable Material Collectors				X							1		

## APPENDIX C: IN-DEMAND OCCUPATIONS KEY TO TNECD TARGET INDUSTRY CLUSTERS

The table below outlines in-demand occupations which are important to one or more of TNECD's strategic industry clusters.

A "\*" denotes if the occupation is key to one or more of TNECD's industry clusters. The total number of TNECD industry clusters an occupation is key to is denoted with a number 1 through 9 in the column named "Number of Clusters". A "#" denotes if the occupation is a STEM occupation.

OES 2019 SOC Code	Occupation Title	Food & Agriculture	Healthcare & Life Sciences	Rubber, Ceramics, & Glass	Automotive	Electrical Equipment & Appliances	Headquarters, Finance, & Tech	Distribution & Logistics	Aerospace & Defense	Chemicals	Number of Clusters	STEM
<b>Management Occupations</b>												
11-1021	General and Operations Managers	*	*	*	*	*	*	*	*	*	9	
11-2021	Marketing Managers		*			*	*				3	
11-2022	Sales Managers	*	*	*	*	*	*	*		*	8	
11-3031	Financial Managers	*	*	*	*	*	*	*	*	*	9	
11-3061	Purchasing Managers		*		*	*	*		*		5	
11-3071	Transportation, Storage, and Distribution Managers	*					*	*		*	4	
11-3121	Human Resources Managers		*		*		*				3	
11-3131	Training and Development Managers						*				1	
11-9041	Architectural and Engineering Managers		*	*	*	*	*		*	*	7	#
11-9111	Medical and Health Services Managers		*								1	
<b>Business and Financial Operations Occupations</b>												
13-1020	Buyers and Purchasing Agents	*	*	*	*	*	*	*	*	*	9	
13-1071	Human Resources Specialists	*	*	*	*	*	*	*	*	*	9	
13-1081	Logisticians	*	*		*		*	*	*	*	7	
13-1111	Management Analysts		*				*	*			3	
13-1141	Compensation, Benefits, and Job Analysis Specialists						*				1	
13-1151	Training and Development Specialists		*		*		*				3	
13-1161	Market Research Analysts and Marketing Specialists	*	*			*	*	*		*	6	
13-1198	Project Management Specialists and Business Operations Specialists, All Other		*		*	*	*		*	*	6	
13-2011	Accountants and Auditors	*	*	*	*	*	*	*	*	*	9	
13-2072	Loan Officers						*				1	
13-2082	Tax Preparers						*				1	
<b>Computer and Mathematical Occupations</b>												
15-1212	Information Security Analysts		*				*				2	#
15-1232	Computer User Support Specialists		*	*	*		*	*	*		6	#
15-1244	Network and Computer Systems Administrators		*	*	*		*	*	*	*	7	#
15-1251	Computer Programmers		*				*		*		3	#
15-1256	Software Developers and Software Quality Assurance Analysts and Testers		*		*		*	*	*		5	#

# ACADEMIC Supply and Demand Report 2021

Attachment 10

**Table 5** below highlights the top 25 occupations by projected growth over the next decade. Occupations in the list range from the medical professions to software developers and research analysts. The full list of in-demand occupations can be found on the THEC and ECD websites.

The list of educational requirements in the table are also diverse, with typical entry-level educational requirements ranging from high school diplomas to doctoral degrees. Tennesseans of all education and skill levels can find potential career options in the table below.

**Table 5: Top 25 High-Demand Occupations by Projected Growth: Tennessee**

SOC Code <sup>17</sup>	Description	2019 Jobs	Avg. Annual Growth	Annual Openings	Median Earnings	Typical Entry Level Education
31-9097	Phlebotomists	2,290	4.04%	415	\$30,779	Certificate/Diploma
19-1042	Medical Scientists, Except Epidemiologists	1,310	3.42%	212	\$66,405	Doctoral
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	3,270	3.01%	585	\$36,284	Bachelor's
15-2031	Operations Research Analysts	1,270	3.01%	159	\$63,619	Bachelor's
31-2021	Physical Therapist Assistants	3,290	2.66%	593	\$57,733	Associate's
31-9092	Medical Assistants	15,280	2.48%	2,249	\$32,292	Certificate/Diploma
25-3021	Self-Enrichment Teachers	2,450	2.48%	715	\$34,431	HS Diploma
21-1023	Mental Health and Substance Abuse Social Workers	1,600	2.43%	253	\$36,849	Master's
13-1161	Market Research Analysts and Marketing Specialists	8,970	2.21%	1,328	\$55,406	Bachelor's
27-2022	Coaches and Scouts	4,570	2.18%	1,087	\$32,693	Bachelor's
19-4021	Biological Technicians	1,340	2.17%	182	\$37,168	Bachelor's
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	12,030	2.15%	1,156	\$90,910	Bachelor's
51-9198	Helpers--Production Workers	8,040	2.12%	2,554	\$30,714	HS Diploma
31-9011	Massage Therapists	2,200	2.12%	364	\$41,108	Certificate/Diploma
31-9091	Dental Assistants	5,680	2.11%	913	\$38,122	Certificate/Diploma
27-4011	Audio and Video Technicians	1,320	2.07%	262	\$47,798	Certificate/Diploma
49-2098	Security and Fire Alarm Systems Installers	1,540	2.00%	257	\$47,918	HS Diploma
43-5021	Couriers and Messengers	1,720	1.96%	284	\$30,231	HS Diploma
11-9111	Medical and Health Services Managers	9,820	1.87%	1,207	\$90,693	Bachelor's
33-9091	Crossing Guards and Flaggers	2,320	1.76%	419	\$32,079	N/A
43-4011	Brokerage Clerks	1,270	1.67%	162	\$42,785	HS Diploma

<sup>17</sup> Standard Occupation Classification

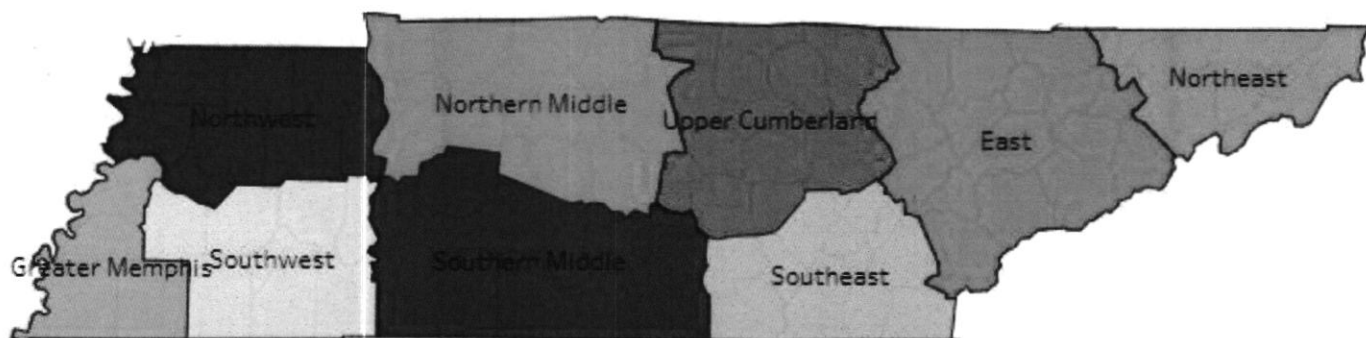
Table 5 Cont'd

SOC Code <sup>18</sup>	Description	2019 Jobs	Avg. Annual Growth	Annual Openings	Median Earnings	Typical Entry Level Education
35-1011	Chefs and Head Cooks	1,590	1.54%	337	\$46,643	HS Diploma
13-1121	Meeting, Convention, and Event Planners	1,670	1.51%	298	\$48,191	Bachelor's
11-9051	Food Service Managers	10,520	1.47%	2,253	\$46,213	HS Diploma

## Top Growing Occupations by Region

Tennessee is divided into nine economic regions by ECD. These regions represent distinct geographic and economic areas within the state. **Figure 1** displays the counties in each region.

Figure 1: Map of LWDA Regions



Source: ECD, LEAP Report Dashboard

Occupations that are in-demand vary greatly by region. This section lists the top 15 occupations by average annual percent growth, or how quickly an occupation is growing year over year, in each region. Organizing these lists by growth rate allows us to better keep a pulse on changes within a region.<sup>19</sup>

Occupations can, and often are, growing at different rates within a region than they are within the state overall. For instance, in

**Table 6** below, Software Developers are growing about four percent annually in the Greater Memphis region. This is two percentage points greater than the overall statewide growth rate. The changes in growth rates and growth occupations makes it important to dissect in-demand occupations at the regional level.

<sup>18</sup> Standard Occupation Classification

<sup>19</sup> For the full set of data, please THEC's Academic Supply and Occupational Demand website.

# Academic Supply And Occupational Demand Report 2021

**Table 11** displays the top growth occupations for the Upper Cumberland region. Top growing occupations include physical therapist assistants, medical assistants, and software developers.

**Attachment 12**

**Table 11: Top 15 High-Demand Occupations by Projected Growth: Upper Cumberland**

SOC Code <sup>25</sup>	Description	2019 Jobs	Avg. Annual Percent Change	Annual Openings	Median Earnings	Typical Entry Level Education
31-2021	Physical Therapist Assistants	250	4.04%	30	\$58,577	Associate's
31-9092	Medical Assistants	450	3.35%	70	\$29,181	Certificate/Diploma
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	110	3.31%	10	\$100,021	Bachelor's
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	280	3.05%	40	\$36,849	Certificate/Diploma
47-2152	Plumbers, Pipefitters, and Steamfitters	240	2.94%	25	\$44,198	HS Diploma
25-3021	Self-Enrichment Teachers	60	2.57%	15	\$37,660	HS Diploma
43-9041	Insurance Claims and Policy Processing Clerks	60	2.56%	10	\$29,077	HS Diploma
31-9091	Dental Assistants	130	2.50%	30	\$38,286	Certificate/Diploma
47-2111	Electricians	320	2.40%	40	\$55,506	HS Diploma
11-9141	Property, Real Estate, and Community Association Managers	70	2.38%	15	\$40,053	HS Diploma
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	90	2.26%	20	\$32,531	Bachelor's
43-3021	Billing and Posting Clerks	180	2.14%	35	\$34,186	HS Diploma
13-1051	Cost Estimators	60	2.05%	10	\$69,195	Bachelor's
47-5022	Excavating and Loading Machine and Dragline Operators, Surface Mining	80	2.04%	25	\$30,691	HS Diploma
41-2022	Parts Salespersons	90	1.88%	25	\$32,018	N/A

<sup>25</sup> Standard Occupation Classification

**Table 12** presents the top growth occupations for the East region. This region has large growth in substance abuse counselors, cutting and slicing machine setters, maintenance workers, and hairdressers.

**Table 12:** Top 15 High-Demand Occupations by Projected Growth: East

SOC Code <sup>26</sup>	Description	2019 Jobs	Avg. Annual Percent Change	Annual Openings	Median Earnings	Typical Entry Level Education
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	610	4.23%	140	\$32,542	Bachelor's
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	300	3.39%	50	\$35,162	HS Diploma
49-9043	Maintenance Workers, Machinery	530	2.92%	140	\$43,984	HS Diploma
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,350	2.81%	310	\$27,514	Certificate/Diploma
31-2021	Physical Therapist Assistants	510	2.73%	95	\$55,897	Associate's
31-9011	Massage Therapists	400	2.53%	40	\$38,145	Certificate/Diploma
41-9022	Real Estate Sales Agents	250	2.53%	65	\$45,084	HS Diploma
21-1013	Marriage and Family Therapists	250	2.47%	25	\$35,150	Master's
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	490	2.40%	120	\$33,218	HS Diploma
11-9051	Food Service Managers	2,570	2.21%	425	\$47,911	HS Diploma
35-1011	Chefs and Head Cooks	360	2.17%	160	\$49,927	HS Diploma
27-1024	Graphic Designers	490	2.12%	70	\$40,028	Bachelor's
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,230	2.12%	215	\$38,313	Certificate/Diploma
53-3052	Bus Drivers, Transit and Intercity	390	2.12%	80	\$31,067	HS Diploma
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	4,240	2.10%	625	\$31,865	HS Diploma

<sup>26</sup> Standard Occupation Classification

The living wage shown is the hourly rate that an **individual** in a household must earn to support his or herself and their family. The assumption is the sole provider is working full-time (2080 hours per year). The tool provides information for individuals, and households with one or two working adults and zero to three children. In the case of households with two working adults, all values are **per working adult, single or in a family** unless otherwise noted.

The state minimum wage is the same for all individuals, regardless of how many dependents they may have. Data are updated annually, in the first quarter of the new year. State minimum wages are determined based on the posted value of the minimum wage as of January one of the coming year (National Conference of State Legislatures, 2019). The poverty rate reflects a person's gross annual income. We have converted it to an hourly wage for the sake of comparison.

For further detail, please reference the [technical documentation](#) here.

[illegible]

Scott County

Attachment 15

median income for scott countr y x +

google.com/search?q=median+income+for+scott+countr y+tennessee&rlz=1C1ONGR\_enUS941US941&oq=&aqs=chrome.0.69i59j450l6.2

Google median income for scott countr y tennessee

Q All Images Shopping News Maps More Tools

About 9,070,000 results (0.76 seconds)

Showing results for median income for scott **county** tennessee  
Search instead for median income for scott countr y tennessee

Scott County / Population / Median Income

**20,467 USD (2019)**

Year	Household	Individual
2012	~30,000	~18,000
2013	~29,000	~17,500
2014	~30,000	~18,000
2015	~31,000	~18,500
2016	~32,000	~19,000
2017	~33,000	~19,500
2018	~34,000	~20,000
2019	38,864	20,467

Sources include: United States Census Bureau

Feedback

→ Explore more

<https://www.census.gov/fact/table/PST045219>

**U.S. Census Bureau QuickFacts: Scott County, Tennessee**

Scott County, Tennessee. QuickFacts provides statistics for all states and counties, and for cities and towns with a **population of 5,000 or more.**

<https://datausa.io/profile/geo/scott-county-tn>

**Scott County, TN | Data USA**

Households in **Scott County, TN** have a **median annual income** of \$38,864, which is less than the **median annual income** of \$65,712 across the entire United States.

Windows search bar: Type here to search

Taskbar icons: File Explorer, Edge, Mail, Calendar, Photos, Store, Settings, Task View, Start



Scott County

Scott County of the 21st Century Huntsville

Area: 500

Founded

Population

County

Unemployment

Cities: 10

Points of Interest



Big South Fork National River and Recreation Area

# Morgan County

Attachment 16

median income for morgan county

google.com/search?q=median+income+for+morgan+county+tennessee&rlz=1C1ONGR\_enUS941US941&ei=xO9AYbeCJf-O9PwP8fyW6Aw&oq=median+income+fo

Google

median income for morgan county tennessee

All Images News Shopping Maps More Tools

About 4,700,000 results (0.98 seconds)

Showing results for median income for morgan **county** tennessee  
Search instead for median income for morgan county tennessee

Morgan County / Population / Median Income

**21,844 USD (2019)**

Year	Household Income (USD)	Individual Income (USD)
2012	41,333	21,844
2014	41,333	21,844
2016	41,333	21,844
2018	41,333	21,844

Sources include: United States Census Bureau

Feedback

Explore more

<https://www.census.gov/facts/table/INC110219>

**U.S. Census Bureau QuickFacts: Morgan County, Tennessee**

Morgan County, Tennessee. QuickFacts provides statistics for all states and counties, and for cities and towns with a population of 5,000 or more.

People also ask

What is the poverty rate in Morgan County TN?

What is the average household income in Morgan County TN?

**Morgan County**  
County in Tennessee

Morgan County is a county located As of the 2010 census, the population was 21,403. Morgan County is part of the Wartburg, TN Metropolitan Statistical Area. Wikipedia

**Area:** 522 mi<sup>2</sup>  
**Founded:** 1817  
**Population:** 21,403 (2019)  
**County seat:** Wartburg  
**Unemployment rate:** 4.8% (Jul 202)

**Destinations**

Obed National Wild & Scenic River  
Frozen Head State Park  
Oliver Springs

**Points of interest**

# Fentress County

Attachment 17

median income for fentress cou: x +

← → ↻ google.com/search?q=median+income+for+fentress+countny+tennessee&rlz=1C1ONGR\_enUS941US941&ei=CfFAYZJ9J9C3tAbb5a\_gDQ&oq=median+income+for

Google

median income for fentress countny tennessee

X 🔊 🔍

Q All 📷 Images 📰 News 🛒 Shopping 📍 Maps : More

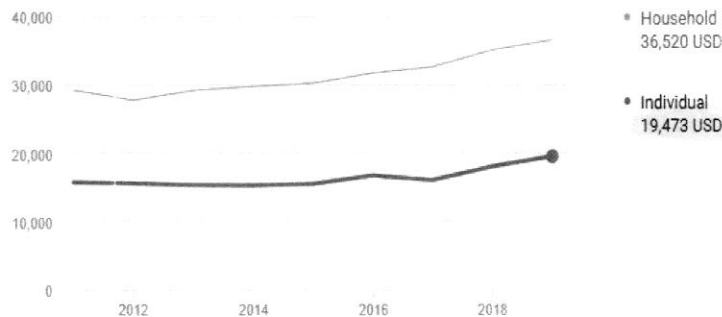
Tools

About 76,100 results (0.80 seconds)

Showing results for median income for fentress **county** tennessee  
Search instead for median income for fentress countny tennessee

Fentress County / Population / Median Income

19,473 USD (2019)



Sources include: United States Census Bureau

Feedback

→ Explore more

<https://www.census.gov/facts/table/PST045219>

## U.S. Census Bureau QuickFacts: Fentress County, Tennessee

**Fentress County, Tennessee.** QuickFacts provides statistics for all states and counties, and for cities and towns with a population of 5,000 or more.

<https://www.tennessee-demographics.com/fentress-co...>

## Get Current Census Data for Fentress County, TN - Tennessee

In 2019, the **median household income** of **Fentress County** households was \$36,520. **Fentress County** households made slightly more than Jackson County households ...



## Fentress Count

County in Tennessee

Fentress County is a county local  
As of the 2010 census, the popul  
Jamestown. Wikipedia

**Area:** 499 mi<sup>2</sup>

**Founded:** 1823

**Population:** 18,213 (2019)

**County seat:** Jamestown

**Unemployment rate:** 4.4% (Jul 20

**Cities:** Jamestown, Clarkrange, A

### Points of interest



Sgt. Alvin C. York State His...	Big South Fork National...	Hig Man Win
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Windows Start Search Type here to search





***How can my company benefit by working with talented students?***

Companies can **save time and money** by investing in local talent and identifying and **recruiting** future employees. Companies benefit from **increased brand awareness** and their status as locally **preferred employers** thanks to the **relationships** they develop with students, families, and the community. School-based WBL coordinators assist by prescreening qualified candidates, matching employers with students who are interested and have related technical skills, and serving as the primary point of contact at the school. Participating students are motivated, mature, and may take on special projects that provide additional value to the employer. Students grow as valuable employees during the experience thanks to employer feedback and classroom-based reflection and portfolio development.

***What is Work-Based Learning (WBL)?***

Students and companies partner to reinforce academic, technical and employability skills through work experience. WBL prepares students for success in college and careers.

- Prepared juniors and seniors may participate in “capstone” WBL experiences such as **paid work experience** or **internships** for high school credit through a *Career Practicum* course
- In earlier grades, WBL activities help students explore careers through short-term experiences such as **industry tours**, **classroom speakers**, **job shadows** and **industry-led projects** in the classroom

***Why is WBL needed in Tennessee?***

WBL has been shown to reinforce the value of work as well as the critical employability skills Tennessee employers want most. By matching young talent with workplace mentors and positive employment through WBL, young people receive a positive and rich work experience. WBL has been shown to lead to positive future employment and improved lifelong earnings. Companies can better build a sustainable workforce and healthy, vibrant communities can flourish.

***How old must a student be to work for my company through a WBL experience?***

Students in capstone WBL experiences may participate at 16 or 17 years of age for a culminating learning experience. Tennessee Child Labor Laws (T.C.A. § 50-5-105) allow minors to work at age 14 or 15. More information about the *Myths vs. Facts* of working with minors may be found here:

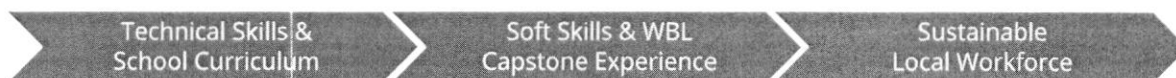
[https://www.tn.gov/assets/entities/education/attachments/wbl\\_myths\\_vs\\_facts\\_industry.pdf](https://www.tn.gov/assets/entities/education/attachments/wbl_myths_vs_facts_industry.pdf)

***Who is liable for WBL students?***

WBL capstone students who are in paid positions are protected exactly like any other employee of the business. Most jobs require the same safety requirements for all employees and are governed by TOSHA requirements. For more information, see the *Myths vs. Facts* link above.

***What jobs are prohibited for students?***

There are 21 prohibited Hazardous Occupations (HO's) for minors who are not enrolled in Career and Technical Education (CTE) programs, which are clearly outlined in Child Labor Laws in Tennessee Code (T.C.A. § 50-5-106). Students enrolled in CTE programs of study receive extensive safety and technical training prior to placement and are able to work in greater capacities through WBL if they are 16 or older (T.C.A. § 50-5-107). A Hazardous Occupation Exemption form documents the student's eligibility based on his/her educational status and is kept on file with the student's Safety Training Log and Training agreement. All required documentation may be found here: <https://www.tn.gov/education/topic/work-based-learning>



## **Appendix II**

### **MOUs with Partnering Employers**

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

Micro-Metals, JDS Technologies, Great Dane and Takahata

This Memorandum of Understanding is between Micro-Metals, JDS Technologies, Great Dane, and Takahata and the Tennessee College of Applied Technology Oneida/Huntsville. These are three of the leading manufacturer programs in this region. They are all in need of the skills that TCAAT Oneida/Huntsville will provide in the new Manufacturing Technology Program proposed in the GIVE 2.0 Grant. This program will enroll both dual enrollment, secondary students and post-secondary students. These manufacturing companies offer their support the GIVE 2.0 Grant being submitted by TCAAT Oneida/Huntsville to purchase additional equipment to expand skill trades in Fentress County. The Manufacturing Technology Program will supply skilled graduates in Fentress, Morgan, and Scott Counties. Micro-Metals, JDS, and Takahata companies plan to offer Work Based Learning opportunities to both secondary and post-secondary TCAAT Students. These companies will commit to a minimum of five work-based learning opportunities to TCAAT students. These companies also agree to assist in selection of equipment needed for this program that is compatible with what is used in their manufacturing operations. They will also provide a representative to set on the Manufacturing Technology Advisory committee.

2021.09.14  
13:19:26 -04'00'  
JDS Technologies

Takahata Precision America

Dwight Murphy  
President  
TCAAT Oneida/Huntsville

Micro-Metals  
Great Dane

# Memorandum of Understanding

This agreement is between:

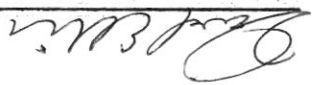
The Tennessee College of Applied Technology Oneida/Huntsville

And


Cordell Trucking Company, Scott County Board of Education, Fentress County Board of Education, Oneida Schools and Morgan County Board of Education

This Memorandum of Understanding (MOU or Agreement) establishes a partnership between Cordell Trucking Company, Scott County Board of Education, Fentress County Board of Education, Oneida Schools and Morgan County Board of Education. The above entities support the GIVE 2.0 Grant being submitted by TCA Oneida/Huntsville. The grant will provide commercial Driver License training for over the road trucks and busses. We find it almost impossible to hire the critical "in-demand" trained CDL Drivers. Cordell Trucking is one of the largest trucking companies in this region and is always in need of trained truck drivers. Scott, Morgan and Fentress County School systems are desperate to hire licensed bus drivers. The grant being submitted by TCA Oneida/Huntsville would assist in training more CDL drivers to meet this critical need. If the GIVE 2.0 grant is funded, we will work with TCA graduates to offer apprenticeship or work-based learning opportunities to give graduates the specific training necessary to meet our needs. We will commit to assist TCA in developing curriculum and hiring graduates from the program. We will also gladly serve on the college's program advisory board.

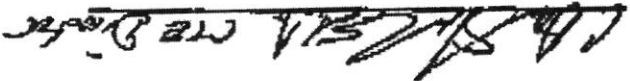
Cordell Trucking



Fentress County Schools



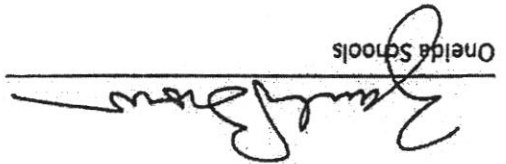
Morgan County Schools



Scott County Schools



Oneida Schools



President

Dwight Murphy

Tennessee College of Applied Technology Oneida/Huntsville

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

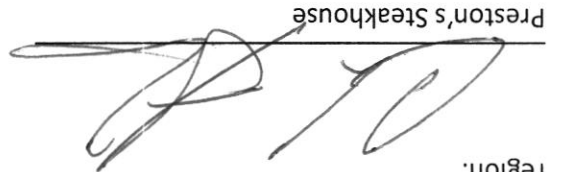
RaeZacks, Preston's Loft and Grey Gables

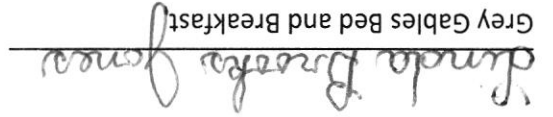
This Memorandum of Understanding (MOU or Agreement) establishes a partnership between RaeZacks, Preston's Loft and Grey Gables. As the three leading restaurants in Scott and Morgan Counties we wish to go on record in support of the GIVE 2.0 Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville to offer Culinary Arts training at both the high school level and the post-secondary level. It has always been difficult to hire trained people to work in our restaurants but since the COVID-19 pandemic it is almost impossible to find help. Scott, Morgan and Fentress Counties are the hub counties for the Big South Fork National Park and the region we are seeing more visitors each year and it is almost impossible for our restaurants to keep pace because lack of available trained labor.

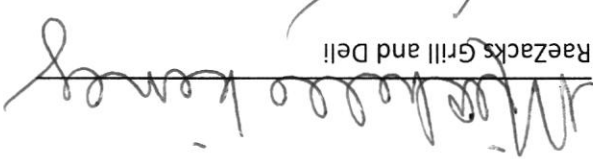
We commit to assist TCAT Culinary Arts students by providing paid work-based learning experience while they are still in high school and college. Further we agree to assist TCAT Oneida/Huntsville in seeking the needed equipment and assisting with the curriculum development. This grant would allow TCAT Oneida/Huntsville to dual enroll students at the existing high school programs at York Institute and Clarkrange High School. There are funds included in the grant to upgrade the equipment at both facilities. It would allow the college to open dual enrolled opportunities with Oneida High School, Morgan County Career and Scott High School. The post-secondary program that will be funded by the GIVE 2.0 grant will allow TCAT Oneida/Huntsville to offer a post-secondary program in Fentress County. TCAT Oneida/Huntsville is preparing to offer post-secondary credit for prisoners enrolled at Morgan County Correctional Complex in Culinary Arts Programs. President Murphy has been in contact with President Wise at Pellissippi State to develop an articulation agreement to enable TCAT Oneida/Huntsville students to articulate hours into an associate culinary arts program at PSCC. This allows for the stackable credentials earned at the high school level to articulate into TCAT diploma and into an associate degree at Pellissippi State.

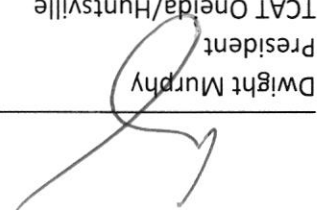
We are committed to assist TCAT Oneida/Huntsville in developing a Culinary Arts program, participate in Work-Based Learning experiences and ultimately provide jobs to graduates. This is a "in-demand" critical training need for our

region.

  
Preston's Steakhouse

  
Grey Gables Bed and Breakfast

  
RaeZacks Grill and Deli

  
Dwight Murphy  
President  
TCAT Oneida/Huntsville

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

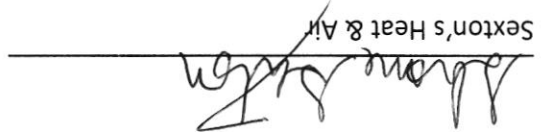
Brewster Builders, Oneida Heating & Air and Sexton's Heat & Air

This Memorandum of Understanding (MOU or Agreement) establishes a partnership between Brewster Builders, Oneida Heating & Air and Sexton's Heat & Air. We fully support the GIVE 2.0 Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. This grant will offer a HVAC training program to both high school and adult students. It is very difficult to hire trained HVAC technicians in our region. We will work with TCAAT to develop the curriculum and advise on what trainers are needed for the program. We will work with TCAAT Oneida/Huntsville in offering Work-Based Learning opportunities to the secondary and post-secondary students. We look forward to having the opportunity to interview and hiring TCAAT graduates upon completion of the program.

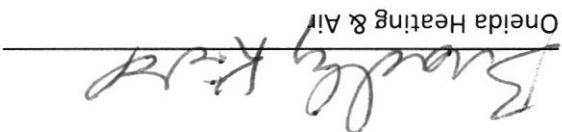
Brewster Builders



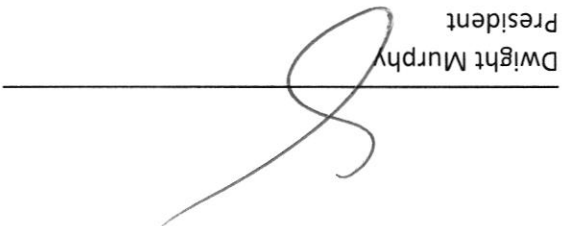
Sexton's Heat & Air



Oneida Heating & Air



Dwight Murphy  
President



Tennessee College of Applied Technology Oneida/Huntsville

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

Mountain People's Health Council, Big South Fork Medical Center, Oneida Nursing Home, Huntsville Manor, Signature Health Care of Fentress County, Life Center of Morgan County and Quality Home Health

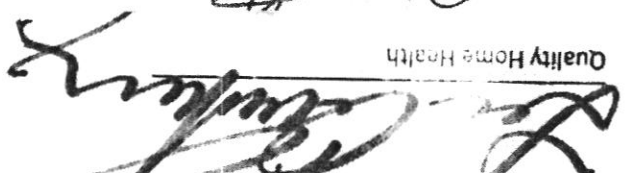
This Memorandum of Understanding (MOU or Agreement) establishes a partnership between Mountain People's Health Council, Big South Fork Medical Center, Oneida Nursing Home, Huntsville Manor, Signature Health Care of Fentress County, Life Center of Morgan County and Quality Home Health. We are among the leading health providers in Scott, Morgan and Fentress Counties. We fully support the GIVE 2.0 Grant being submitted by the Tennessee College of Applied Technology Oneida/Huntsville. We support this proposal because it will assist our facility in the critical shortages, we are experiencing in the health care fields. This grant will provide more trained CNAs both at the high school level and the college level. By articulating hours earned as CNA to a Pre-Nursing program at the secondary level will not only allow students to become Practical Nurses sooner it will encourage more high school students to enter the nursing field.

Nationwide there is a critical shortage of Practical Nurses. This grant will allow the college to train two more classes of LPNs or an additional 40 or 50 new nurses each year. We fully support the bridge program being developed by TCAAT Oneida/Huntsville, Somerset Community College and Roane State Community College which allows TCAAT Oneida/Huntsville students to bridge easily into an associate RN program. This GIVE 2.0 expands the opportunities for stackable credentials from CNA to Pre-Nursing to Practical Nursing and then to an associate RN program.

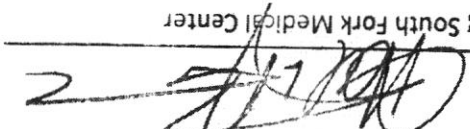
The grant will also fill a critical need for trained phlebotomist. Across the region and the state there is an extreme shortage of Phlebotomist. By opening three new classes per year the problem would be helped on the local level.

We agree as health providers to offer co-op and clinical opportunities to CNA's, Pre-Nursing students, Practical Nurses and Registered Nurses. We will support TCAAT Oneida/Huntsville in implementing the programs once it is funded. Our organizations will supply a representative to sit on the new program advisory board if we are called upon.

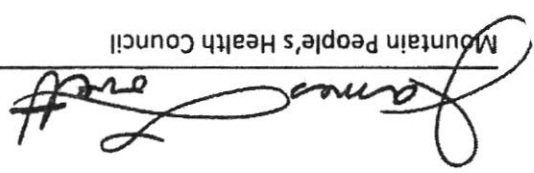
Quality Home Health



Big South Fork Medical Center



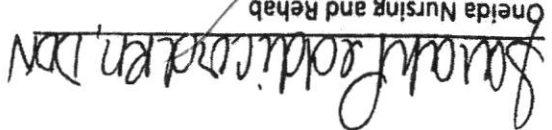
Mountain People's Health Council



Morgan County Life Care Center

Huntsville Manor

Oneida Nursing and Rehab



Dwight Murphy, President TCAAT Oneida/Huntsville

**Appendix IV**  
**MOUs with Economic Development**  
**Partners**

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

The development agencies in Scott County, Morgan County, Fentress County and the American Job Centers in these Counties

This Memorandum of Understanding (MOU or Agreement) establishes a partnership between the development agencies in Scott County, Morgan County, Fentress County and the American Job Centers in these counties and the Tennessee College of Applied Technology Oneida/Huntsville. Our agencies support the GIVE 2.0 Grant Opportunity being submitted by TCAT Oneida/Huntsville. We have reviewed the grant proposal and agree the most "in demand" jobs addressed in this grant are among the highest training needs in the region. We agree the jobs listed below are in demand in our county:

- Truck and Bus driving
- Manufacturing Technology
- Practical Nursing
- CNA (Nursing Assistant)
- Phlebotomist
- Culinary Arts
- HVAC

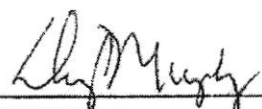
All of these job categories are hiring in our county and are having difficulty finding trained employees. All training programs will pay graduates above the MIT Living Wage for a single adult of 75% of the median wage of the region. Graduates of these programs will have no problems finding employment in their field of study. Our boards and organizations are committed to assist TCAT graduates in locating WBL opportunities and job placements in the region. We will be happy to provide a representative from our organization to assist in development of these programs and serve on the program advisory board. Without expansion of training for these in-demand occupations we will experience even bigger gaps in supply for employers to meet their specific needs.

  
Stacy Swann  
Scott County Chamber and Industrial Board

  
Jacob C. Foxworth  
Fentress County Chamber and Industrial Board

\_\_\_\_\_  
Morgan County Chamber and Industrial Board

  
Bill Walker  
American Job Center Mid-Cumberland

  
Dwight Murphy  
President  
Tennessee College of Applied Technology Oneida/Huntsville

## **Appendix III**

### **MOUs with Secondary Partners**

# Memorandum of Understanding

This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville

And

Fentress County Schools, Morgan County Schools, Scott County Schools and Oneida Schools

This Memorandum of Understanding (MOU or Agreement) establishes a partnership between Fentress County Schools, Morgan County Schools, Scott County Schools and Oneida Schools. The above-mentioned school districts support the GIVE 2.0 Grant being submitted by TCAAT Oneida/Huntsville. If funded this grant will allow our school systems to expand the number and types of dual enrollments, we presently have with TCAAT Oneida/Huntsville. We support the CNA certification being offered as part of a dual enrollment opportunity with our Health Science classes. We endorse and are excited for our qualified seniors to enroll in the Pre-Nursing program which will be funded by GIVE 2.0 Grant. This will allow our graduates to articulate hours into the TCAAT Practical Nursing post-secondary program and Pre-Nursing program will shorten that training time by as much as one trimester. Our administrators are excited about the opportunity for our students to dual enroll in a Culinary Arts post-secondary program at TCAAT Oneida/Huntsville. This is a high-demand field and will open doors of opportunities not presently available to our students. We support the HVAC Program being requested with this GIVE 2.0 Grant funds and look forward to dual enrolling our high school students into the program once funded.

We believe the "Robotic Rodeo Camp" for proposed 6-8 grade students will encourage more of our students to look at Vocational education and technical skills job opportunities at an earlier age. These summer camps will introduce our students to mechatronics and robotics where they would not have the opportunity without this funding. The TCAAT proposal will offer Work-Based Learning opportunities to our secondary students this provides our students the opportunities to get real work experience while in high school. Adding a Worker Ethics diploma for secondary dual-enrolled students will give them bases to be successful in the workplace.

As high school administrators we support the GIVE 2.0 Grant being submitted by Tennessee College of Applied Technology Oneida/Huntsville. We are committed to dual enroll students into these programs and will be supportive of the nationally recognized certifications that students can attain as a result of this grant. The Work-Based Learning and Worker Ethics training will better prepare our graduates for the career opportunities upon graduation. We show our support of the grant being submitted by offering our signatures below.

*Harvey J. Little - CTE Director*  
Fentress County Schools  
*CA St. C. B. A. (redacted)*  
Morgan County Schools

*James Brown*  
Oneida Schools

*John Brown*  
Scott County Schools

*Dwight Murphy*  
President, TCAAT Oneida/Huntsville

**Appendix V**  
**MOUs with Post-Secondary**  
**Partners**

# Memorandum of Understanding

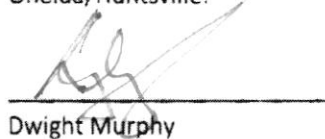
This agreement is between:

The Tennessee College of Applied Technology Oneida/Huntsville (TCATO/H)

And

Somerset Community College (SCC)

This Memorandum of Understanding is between Somerset Community College in Somerset, KY and the Tennessee College of Applied Technology Oneida/Huntsville. This agreement provides a bridge program allowing TCAT Practical Nursing students who graduate with a diploma and have passed state licensure to articulate hours into the new RN associates program located in the SCC Whitley City Campus. This bridge opportunity was created as a result of the two colleges working together in a successful ARC POWER Grant. SCC will accept TCAT LPN graduates and charge no out-of-state tuition to attend the Somerset Community College campus located in Whitley City, Kentucky. Students will have the opportunity to bridge into the associates program as early as January 2022. Our Allied Health program allows TCAT students to dual enroll while in high school in CNA and Pre-Nursing programs articulate hours to a TCAT Practical Nursing program and have the ability to bridge into an RN associates degree program. Tennessee College of Applied Technology Oneida/Huntsville and Somerset Community College pledge to continue to work to develop articulation paths in other programs offered by TCAT Oneida/Huntsville.



Dwight Murphy  
President

TCAT Oneida/Huntsville



Carey Castle  
President

Somerset Community College